PROVINCE OF SASKATCHEWAN

11-12

PLAN FOR 2011-12

MINISTRY OF ADVANCED EDUCATION, EMPLOYMENT AND IMMIGRATION

MINISTRY PLAN FOR 2011-12

Statement from the Minister

Saskatchewan continues to be the fastest growing province in Canada, offering a wide range of opportunities to study, live and work. As Minister of Advanced Education, Employment and Immigration, I am pleased to present the Ministry's Plan for the upcoming year, which is in alignment with *Government's Direction for 2011-12*.

This year's budget theme, the *Saskatchewan Advantage*, speaks to the Province's goals of economic growth, security and keeping Government's promises. Over the last four years, Government has achieved a vision of a more diversified, knowledge-based, innovation-driven economy. AEEI has contributed to this vision through a dynamic post-secondary system, effective supports for labour market attachment, an aggressive immigration strategy, and a significant contribution to research and innovation.

The strategies in 2011-12 for Advanced Education, Employment and Immigration (AEEI) are:

- ensure a skilled workforce to meet existing and future labour market demand;
- support an excellent, innovative, accountable and accessible advanced education system that is responsive to learners' needs and contributes to an innovative economy;
- develop and implement a provincial strategy for First Nations and Métis people to increase participation and success in advanced education and the labour force;
- support increased attraction and retention of newcomers to Saskatchewan; and,
- improve the effectiveness and efficiency of the Ministry's programs, services and systems to ensure the best use of public funds.

I accept responsibility for furthering Government's commitments while ensuring the Ministry is managed with integrity and professionalism with a commitment to Government's corporate values and principles. Examining programs and services to ensure the most effective and efficient delivery possible is a key priority for all ministries and an activity that will be reported on as results are achieved.

I will continue working on the commitments outlined in my **2010 Mandate Letter** from Premier Wall to ensure Saskatchewan's citizens continue to enjoy a quality of life that is the envy of the rest of Canada.

I will report on the progress made toward this Plan, within the financial parameters provided to my Ministry, in the annual report.

The Honourable Rob Norris
Minister of Advanced Education, Employment and Immigration

Response to Government Direction

Government's plan for the upcoming year is described in the *Government Direction for 2011-12: The Saskatchewan Advantage*. The 2011-12 Budget supports this plan by maintaining and improving our quality of life through enhanced public services and creating more opportunities for all Saskatchewan citizens. Responsible fiscal management means finding the right balance between debt reduction, tax relief, investing in short-term capital infrastructure projects, and matching program spending to long-term, sustainable revenues.

Meanwhile, Government continues to promote effectiveness and efficiency throughout the public service; is continuing with its four-year plan to reduce Government's footprint; and has adopted a "Lean" culture of continuous improvement in the delivery of programs and services.

Ministry Plans for 2011-12 support the fulfillment of Government's **vision for a secure and prosperous Saskatchewan, leading the country in economic and population growth, while providing opportunity for a high quality of life for all**. Government's goals and priorities for the upcoming year are described in the *Government Direction* document, as well as in each ministry plan.

The Plan for 2011-12 communicates a high-level framework for the Ministry's key activities in the upcoming year. All ministries and agencies will report on results achieved or not yet achieved, in their annual reports, to honour Government's commitment to keep its promises, and to ensure greater transparency and accountability to Saskatchewan people.

Mission Statement

The Ministry provides leadership and resources to foster a high quality advanced education and training system and provides employment and immigration services to develop a workforce that responds to the needs of Saskatchewan's people and economy.

Strategies and Actions

Government Goal – Economic Growth

Sustain **Economic Growth** for the benefit of Saskatchewan people, ensuring the economy is ready for growth and positioning Saskatchewan to meet the challenges of economic and population growth and development.

Strategy	Key 2011-12 Actions
Develop and implement a provincial strategy for First Nations and Métis people to increase participation and success in advanced education and the labour force	• Work in partnership with the Federation of Saskatchewan Indian Nations, the Department of Indian and Northern Affairs Canada and the Ministries of Education and First Nations and Métis Relations, on actions to increase First Nations and Métis participation and success in education and the labour force. • In partnership with the Department of Indian and Northern Affairs Canada and provincial tribal councils, increase labour force participation for First Nations people by delivering on-reserve active measures such as youth career planning and skills development, short-term training and partnership with industry and private and public sectors to develop training and employment opportunities. • Continue and evaluate pilots for a revised approach to Adult Basic Education and Skills Training programs that are community-based, focus on literacy and numeracy, and improve the employability of individuals who access the programs.
Ensure a skilled workforce to meet existing and future labour market demand	• In partnership with Enterprise Saskatchewan and the Saskatchewan Chamber of Commerce, launch a joint task force that will oversee and follow-up on the recommendations of the Saskatchewan Labour Market Commission's Report. • In partnership with Enterprise Saskatchewan, further develop a Saskatchewan Labour Market Strategy. • Nominate 4,000 immigrants under the Saskatchewan Immigrant Nominee Program (SINP) to meet the labour market needs of employers. • Facilitate the assessment and recognition of international qualifications to support newcomers to use their education, skills and work experience. • Continue to support the expansion of training seats for health professionals. • Educate employers and inform and further protect newcomers about their employment-related rights and responsibilities. • Support and sustain funding levels for apprenticeship training. • Provide training programs to meet the labour market needs of employers across various sectors of the provincial economy, including but not limited to mining, health, child care, construction and oil and gas. • Provide work-readiness and lifeskills programs for those with barriers to employment and to assist individuals in achieving sustainable employment. • Advance the New West Partnership by: ~ implementing full labour mobility for financial sector occupations; and, ~ completing a review of provincial regulations and standards with a goal to minimize differences between Saskatchewan, Alberta and British Columbia.

Strategy	Key 2011-12 Actions
Support an excellent, innovative, accountable and accessible advanced education system that is responsive to learners' needs and contributes to an innovative economy	• Support research and innovation by continuing to financially invest in activities such as the International Vaccine Centre (InterVac), Canadian Light Source (CLS) synchrotron, the Canada Excellence Research Chair (CERC) in Water Security and the Innovation and Science Fund (ISF). • In partnership with industry and northern communities, support the International Centre for Northern Governance and Development to educate students, conduct research and build capacity in northern governance and development. • Follow-up on recommendations from the review of the Regional College system. • Begin a process of public engagement and consultation on the subject of expanding degree-granting status to in-province post-secondary institutions beyond the Universities of Saskatchewan and Regina. • Support post-secondary infrastructure by providing funding to: ~ continue construction of the Health Science Centre; ~ fulfill funding obligations related to the construction of InterVac; ~ develop design and construction plans for a new Southeast Regional College Weyburn campus facility; and, ~ purchase equipment, repair and maintain post-secondary institution facilities. • Provide funding to SIAST to assist in delivery of its Aboriginal Student Success Strategy to increase Aboriginal enrolment in underrepresented programs, to improve retention of students and to increase the Aboriginal completion rate. • Maintain tuition affordability for learners by limiting the average tuition increase to about three per cent. • Support eligible learners with financial needs to participate and be successful in advanced education. • Establish the Saskatchewan Advantage Scholarship fund matched by funds raised by post-secondary institutions, the private sector and community-based partners. • Work with post-secondary institutions and employers to implement experiential learning models which include the creation of additional co-op and applied learning opportunities.
Support increased attraction and retention of newcomers to Saskatchewan	• Continue implementation of the Immigration Strategy including the following new settlement programs: ~ 'About Saskatchewan' orientation series; ~ distance delivery for some language programs; ~ Collaborative Learning Communities to bring together settlement service providers for training and to share knowledge; and, ~ assist newcomers to learn key settlement issues and identify supports as they sponsor their families to come to Saskatchewan. • Further develop the International Education Strategy.

Government Goal – Promises

Keep Government's **Promises** and fulfill the commitments of the election, operating with integrity and transparency, accountable to the people of Saskatchewan.

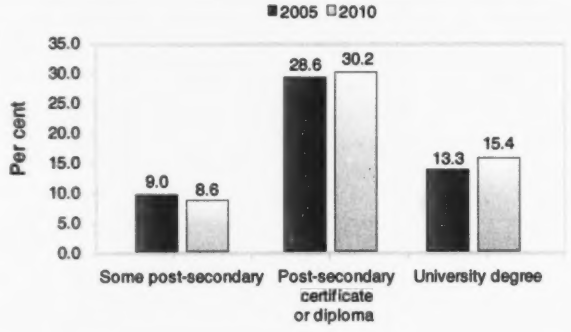
Strategy	Key 2011-12 Actions
Improve the effectiveness and efficiency of the Ministry's programs, services, and systems to ensure the best use of public funds	• Continue to work with public post-secondary institutions to expand the range and utilization of education data collected and shared between the Ministry, institutions and Statistics Canada in order to enhance reporting and accountability. • Begin implementation of the Labour Market Agreement Evaluation. • Evaluate the success of the Saskatchewan Immigrant Nominee Program (SINP) to build upon its strengths. • Continue activities to support Public Service Renewal and promote organizational excellence by: ~ developing and implementing a core review of programs and services; ~ finalizing and implementing results of the Ministry's organizational review; ~ continuing implementation of Lean methodology and embedding it into the organizational culture of the Ministry; and, ~ focusing on citizen-centered delivery of programs and services.

Performance Measures

Measure

Post-secondary educational attainment of population aged 15 years and over and labour force attachment by credential

Baseline / Trend Line Information



Source: Statistics Canada, Labour Force Survey

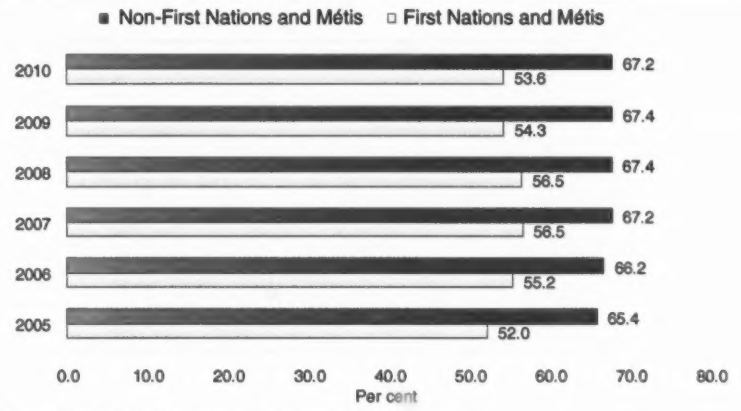
Employment Rate (%) by Education Level, Population Aged 15 Years and Over, Saskatchewan, 2005 to 2010						
Education level	2005	2006	2007	2008	2009	2010
Total, all education levels	64.5	65.6	66.6	66.8	66.7	66.3
Less than high school	39.7	42.3	43.3	42.5	40.7	40.3
High school graduate	71.7	73.6	74.3	73.1	72.5	71.9
Some post-secondary	66.9	68.3	69.7	70.0	69.1	67.9
Post-secondary certificate or diploma	74.7	73.6	73.9	75.5	75.0	74.4
University degree	79.8	80.1	80.9	79.3	80.9	79.6

Source: Statistics Canada, Labour Force Survey
Note: In 2010, Labour Force Survey data was restated based on data from the 2006 Census. All historical figures have been restated.

Measure Description

These indicators reflect the critical importance of educational attainment and its relationship to employment. Studies show that individuals with higher levels of educational attainment are more likely to have higher wages, higher rates of employment, and better health outcomes. Education is also a key component of productivity growth, which in turn results in a higher standard of living, and supports the Government goal of sustaining economic growth.

The post-secondary educational attainment measure identifies the educational attainment of the Province's population aged 15 years and older. Data from Statistics Canada's Labour Force Survey indicates that the education attainment of Saskatchewan's labour force has been consistent between 2005 and 2010.

Measure	Baseline / Trend Line Information
Employment rate of off-reserve First Nations and Métis and non-First Nations and Métis populations aged 15 years and over	

Source: Statistics Canada, Labour Force Survey

Note: Statistics Canada's Labour Force Survey is the most reliable source of annual Aboriginal labour force characteristics, but includes information for off-reserve First Nations only. The employment and educational attainment rate for the non-Aboriginal population is based on a larger sample size and therefore has a higher degree of statistical reliability than that for First Nations and Métis people. In 2010, Labour Force Survey data was restated based on data from the 2006 Census. All historical figures have been restated.

As at February 2011:

- Employment for First Nations and Métis people has seen 10 consecutive months of year-over-year increases.
- First Nations and Métis youth have seen seven consecutive months of year-over-year employment increases.
  - February 2011 saw a 26.2 per cent year-over-year increase.
- These increases represent a significant first step in government's effort to close the First Nations and Métis employment gap.

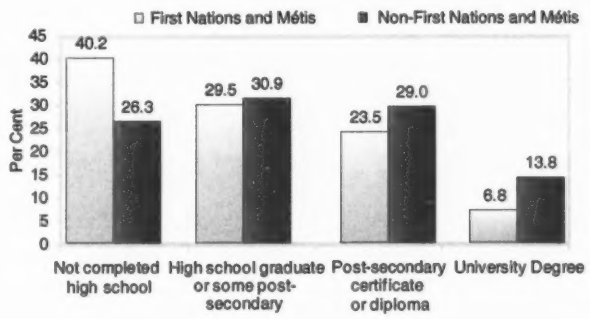
Measure Description

Increased First Nations and Métis employment is critical for Government's goal of sustaining economic growth. Between 2005 and 2010, the gap in employment rates between First Nations and Métis people and non-First Nations and Métis people remained. One of the factors that result in lower First Nations and Métis employment rates is lower levels of educational attainment.

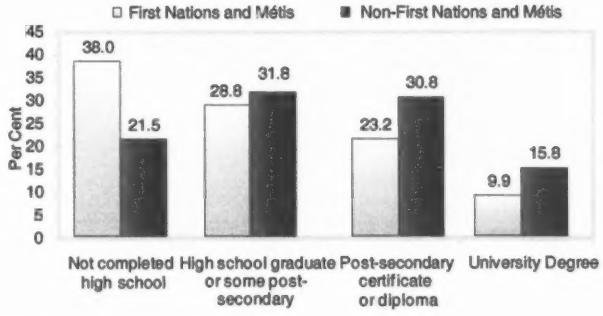
Government can influence this measure by working with its partners to address the factors impacting the education and employment outcomes for First Nations and Métis people. These include improving basic skills, establishing links to employment and providing needed supports.

Measure	Baseline / Trend Line Information
Educational attainment of First Nations and Métis and non-First Nations and Métis populations aged 15 years and over	

Educational Attainment of First Nations and Métis and Non-First Nations and Métis populations, 15 years and over, 2005



Educational Attainment of First Nations and Métis and Non-First Nations and Métis populations, 15 years and over, 2010

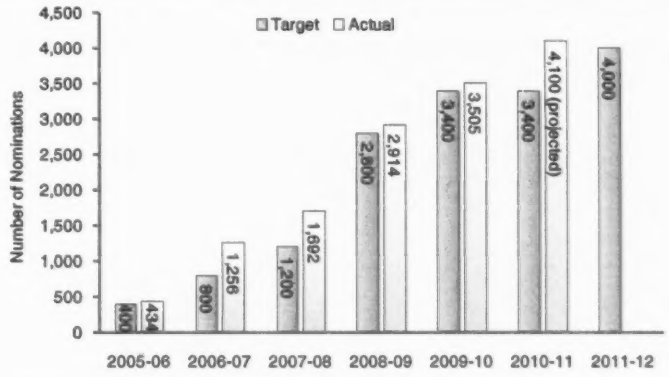


Source: Statistics Canada, Labour Force Survey
Note: Statistics Canada's Labour Force Survey is the most reliable source of annual Aboriginal labour force characteristics, but includes information for off-reserve First Nations only. The employment and educational attainment rate for the non-Aboriginal population is based on a larger sample size and therefore has a higher degree of statistical reliability than that for First Nations and Métis people. In 2010, Labour Force Data was restated based on data from the 2006 Census. All historical figures have been restated.

Measure Description

Higher educational attainment is an important factor in gaining and maintaining employment and supports Government's goal of sustaining economic growth. Individuals with higher levels of educational attainment are more likely to have higher wages, shorter periods of unemployment and better health outcomes. However, because education levels change slowly over time, data should be analyzed over a period of time. The First Nations and Métis population continues to lag behind the non-First Nations and Métis population in the completion of high school and post-secondary education. With a young and growing First Nations and Métis population, it is essential that supports are in place to help ensure increasing numbers of First Nations and Métis youth complete high school, are successful in post-secondary education and enter the workforce.

Government can influence this measure by working with its partners to address the factors impacting the education and employment outcomes for First Nations and Métis people. These include improving basic skills, establishing links to employment and providing needed supports.

Measure	Baseline / Trend Line Information
Number of Saskatchewan Immigrant Nominee Program nominees	

Source: Advanced Education, Employment and Immigration

Measure Description

The measure illustrates the level of activity in the Saskatchewan Immigrant Nominee Program (SINP). The SINP attracts skilled workers, entrepreneurs and their families by linking them with employment and economic development opportunities and, in doing so, supports the Government goal of sustaining economic growth. There are multiple factors that influence the number of applications and subsequent nominations under the SINP and as a result impact immigration rates to the province. These factors include local conditions within home countries; employment and education; background of applicants; availability of jobs; size of immigrant cultural group; and awareness of the SINP. The over 1,000 per cent increase in SINP nominations since 2005-06 is due in part to strong labour market demand, the expansion of SINP categories and increased use of the SINP by Saskatchewan employers.

The SINP has a target of 4,000 nominations for the 2011-12 fiscal year. SINP data is collected by the Ministry. The Ministry has a moderate level of influence on this measure as it is in part dependent on the involvement of the federal government and cooperation of participating employers.

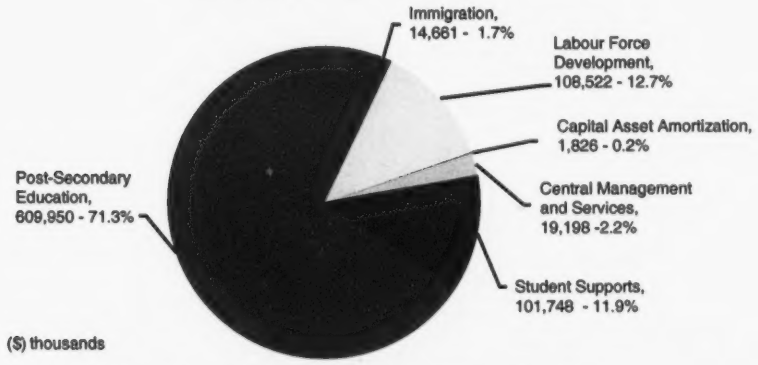
Financial Summary

Highlights of Appropriation and Expense 2011-12

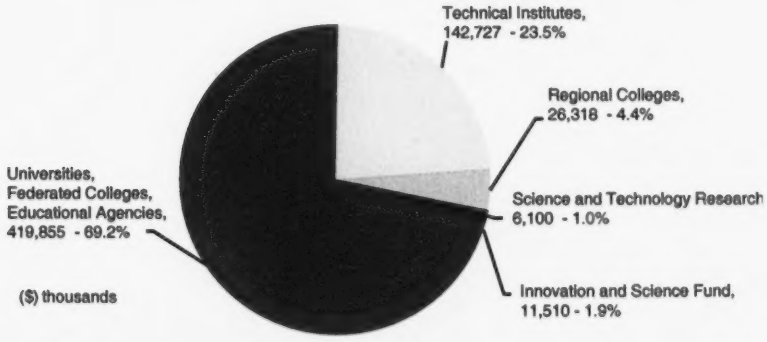
2011-12 Estimates	(in thousands of dollars)
Central Management and Services	19,198
Student Supports	101,748
Post-Secondary Education	609,950
Immigration	14,661
Labour Force Development	108,522
Major Capital Asset Acquisitions	-
Total Appropriation	**854,079**
Capital Asset Acquisitions	-
Capital Asset Amortization	1,826
Total Expense	**855,905**
FTE Staff Complement	**413.8**

For more information, see the Budget Estimates at: http://www.finance.gov.sk.ca/budget2011-12/

AEEI Budget ($856 million)


Immigration, 14,661 - 1.7%
Labour Force Development, 108,522 - 12.7%
Capital Asset Amortization, 1,826 - 0.2%
Central Management and Services, 19,198 -2.2%
Student Supports, 101,748 - 11.9%
Post-Secondary Education, 609,950 - 71.3%
($) thousands

AEEI Post-Secondary Education ($607 million*)


Technical Institutes, 142,727 - 23.5%
Regional Colleges, 26,318 - 4.4%
Science and Technology Research 6,100 - 1.0%
Innovation and Science Fund, 11,510 - 1.9%
Universities, Federated Colleges, Educational Agencies, 419,855 - 69.2%
($) thousands

*The $607M excludes Ministry operational support of $3M.

HIGHLIGHTS

AEEI Budget Highlights:

- Overall 2011-12 budget of $855.9M, an increase of 3.2 per cent.
- Investments to increase education and employment for First Nations and Métis people, including:
  - $7M for Adult Basic Education and Provincial Training Allowance targeted to First Nations and Métis students;
  - $2M to establish a Task Force on First Nations and Métis Education and Employment to provide recommendations aimed at eliminating the education and employment gaps ($1.3M from AEEI's budget);
  - Designated apprenticeship funding of $600K to improve outcomes for First Nations and Métis apprentices;
  - $1M for the International Centre for Northern Governance and Development; and,
  - $600K for SIAST to enhance supports available to First Nations and Métis students to improve completion rates.
- More than $125M to ensure post-secondary affordability and accessibility for Saskatchewan students, including:
  - $24.6M to limit tuition increases at Saskatchewan's universities, SIAST and the Regional Colleges to an average of about three per cent;
  - $3M for the new Saskatchewan Advantage Scholarship (for a total provincial investment in scholarships of $5M); and,
  - $97.8M in support for students through Student Loans, Scholarships, Grants, Bursaries, the Provincial Training Allowance, the Apprenticeship Training Allowance, the Skills Training Benefit and the Graduate Retention Program.
- $607M to support Saskatchewan's post-secondary institutions.
- New funding of $6.2M will provide for the continued expansion of physician and nurse training seats, as committed to in the election platform.
- $19.7M to support apprenticeship training.
- Support for Saskatchewan's Innovation Agenda, including:
  - $2.6M in operational funding for the Canadian Light Source synchrotron;
  - $11.5M for the Innovation and Science Fund;
  - $500K to fund the Canadian Excellence Research Chair at the University of Saskatchewan; and,
  - $300K to establish an academic renal transplant program at the University of Saskatchewan.
- $1.8M for increased settlement supports for newcomers to Saskatchewan.

For More Information

Please visit the Ministry's website at **www.aeei.gov.sk.ca**, or call (306)787-9478 for more information on the Ministry's programs and services.